



# THE NAVAL AVIATION ENTERPRISE AIR PLAN



...One Vision, One Team

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#27, January 2013

*"The **Total Force Cross Functional Team (TF CFT)** is a partnership among Naval Aviation manpower stakeholders with a shared mission of **facilitating and aligning Total Force resources and processes in support of Naval Aviation readiness**. These processes include the delivery, enrichment, and shaping of a Total Force aligned with near- and long-term Naval Aviation readiness goals."*

- Rear Adm. Mark Leavitt, Chief of Naval Air Training

## Total Force Cross Functional Team (TF CFT) – Projects Ongoing

**TYCOM Manning Challenges Working Group (TMC WG)** – Naval Aviation leadership chartered the TMC WG under [TF CFT](#) leadership to identify barriers and make recommendations for improving enlisted aviation manpower inventory, training, and assignment/distribution policies and practices. The working group sought to find ways to increase aviation maintenance technician availability within deployable Fleet units, and to address concerns regarding decreases in the experience levels of maintenance personnel - particularly at the Journeyman and Supervisor levels. The TMC WG examined current manpower training, assignment, and distribution policies to ensure that the best trained, most experienced aviation maintenance technicians are in place to support Fleet readiness requirements.

**Manpower Master Aviation Plan (MMAP)** – Over the next 10 to 20 years, every major community in Naval Aviation is scheduled to transition to a new aircraft type. In addition, Naval Aviation will continue to introduce unmanned aircraft systems into the Fleet. These upcoming changes prompted TF CFT to develop an improved manpower forecasting tool: the Manpower Master Aviation Plan (MMAP). The MMAP will help Naval Aviation leadership navigate the manpower and training changes between legacy squadrons and their replacement Type/Model/Series (TMS) aircraft. MMAP is tied to the Master Aviation Plan (MAP), the 10-year lay-down of Naval Aviation squadrons, and is playing an integral role in the POM-15 budget development.

**CVN78 Integrated Transition Team (ITT) Project Focus Group 1 (PFG1)** – [Commander, Naval Air Forces](#) and PEO Aircraft Carriers chartered the CVN78 ITT PFG1 to ensure proper manpower and manning for the next generation aircraft carrier. The successful introduction of [CVN 78-class ships](#) into the Fleet requires careful and detailed planning in terms of a ship's force crew scheduling, training pipelines for systems and equipment never before installed on board an aircraft carrier, and required crew certifications. Since September 2009, TF CFT has conducted two manpower and manning war games in order to simulate the functioning of the ship's crew during deployed operations. The results have led to discovery of shortcomings in the ship manning concept and crew berthing requirements as well as the refinement of NEC requirements to meet readiness standards.

**Readiness Kill Chain P-Pillar** – TF CFT is supporting current efforts to develop a standard framework for all TYCOMs that addresses means, ways and ends to produce readiness across all stakeholders. The first step is the development of a Personnel pillar process map that details the Naval Aviation personnel supply chain, from which specific barriers to personnel readiness can be identified. The P-pillar process map will eventually be combined with process maps from the other readiness pillars (Equipment, Supply, Training and Ordnance) in a format common to all TYCOMs with the desired end-state of a successful Fleet Readiness Training Plan with acceptable major combat operation (MCO) readiness levels.

## Latest NAE Award Winners

Sep 2012: Capt. Matthew Danehy, Commander Airborne Command Control and Logistics Wing

Oct 2012: Col. Christopher Seymour, Marine Aircraft Group 26

Nov 2012: Benny Anderson, Chief of Naval Air Training

### Key Messages

- TF CFT assists the aviation manpower supply chain in utilizing available personnel inventory to maximize support of personnel readiness requirements.
- The aviation technical training and qualification continuum supports fleet readiness requirements.
- Aviation manpower planning/programming is now closely linked to the MAP, closes existing manpower gaps, and syncs up with the transition schedule of aviation.

### Facts and Figures

- In response to an emergent requirement, a Mobile Training Team from [Center for Naval Aviation Technical Training Unit Norfolk](#) worked with [Commander Airborne Command Control and Logistics Wing](#) to provide on site training in Point Mugu for E-2C Journeyman Aviation Structural Mechanics/Aviation Machinist's Mates.
- This close coordination between the Wing and CNATTU Norfolk also resulted in a 20% increase in E2/C2 school seat utilization in Fiscal Year 2012.